

2.6 Faculty Rights and Privileges

2.6.1 Academic Freedom

2.6.1.1 The A.A.U.P Policy Documents Reports, 1984

The University affirms and follows the ideal that all members of the faculty are entitled to academic freedom as defined in the "1940 Statement of Principles on Academic Freedom and Tenure" *AAUP Policy Documents Reports*, 1984 edition, jointly formulated by the American Association of University Professors and the Association of American Colleges. The University accepts the following specific excerpts from 1940 Statement as defining what is meant by academic freedom:

- "Institutions of higher education are conducted for the common good and not to further the interests of either the individual teacher [professor] or the institution as a whole. The common good depends upon the free search for truth and its free expression."
- "Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher [professor] in teaching and of the student to freedom in learning. It carries duties correlative with rights."
- "The teacher [professor] is entitled to full freedom in research and in publication of the results, subject to the adequate performance of his [or her] other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution."
- "The teacher [professor] is entitled to freedom in the classroom in discussing his [or her] subject."
- "The college or university teacher [professor] is a citizen, a member of a learned profession, and an officer of an educational institution. When he [she]

speaks or writes as a citizen, he [she] should be free from institutional censorship or discipline, but his [her] special position in the community imposes special obligations. As a man [woman] of learning and an educational officer, he [she] should remember that the public may judge his [her] profession and his [her] institution by his [her] utterances. Hence, he [she] should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he [she] is not an institutional spokesman [spokeswoman].”

2.6.1.2 Procedures for Safeguarding Protection of Academic Freedom

Employees who feel that violations of the University policies regarding academic freedom have taken place may initiate appropriate actions according to University grievance procedures (Section 2.15).

2.6.1.3 Tape Recordings of Faculty

By federal law, faculty are required to extend to students with disabilities the right to use tape recorders in classes where the student's disability prevents note-taking. At the discretion of the instructor, faculty may extend this privilege to any student when the use of the tape recording device does not adversely affect the teaching or learning process.

2.6.2 Academic Freedom and the Library

Academic freedom is important in the library setting and to the library faculty in its selection and cataloging of library resources and in the dissemination of information concerning those resources. Such resources amplify the rights and privileges of faculty as concerned in the AAUP Policy statement. The principles of library academic freedom have been defined by the American Library Association (ALA). These governing principles include the Library Bill of Rights as adopted by the ALA on June 18, 1948, with subsequent amendments and the Intellectual Freedom statement as adopted on June 25, 1971, with amendments.

2.6.3 Professional Ethics

No set of rules or professional code can either guarantee or take the place of a scholar's personal integrity. The University accepts the following specific excerpts from the “Statement on Professional Ethics” of the American Association of University Professors as defining what is meant by professional ethics:

- “Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment to using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.”
- “As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors.
- “Professors make every reasonable effort to foster honest academic conduct and to assure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.”
- “As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates. In the exchange of criticism and ideas professors show due respect for the opinions of others. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.”
- “As members of an academic institution, professors seek above all to be effective teachers and scholars. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors

recognize the effect of their decision upon the program of the institution and give due notice of their intentions.”

- “As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the lights of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.”